

April 15, 2025

To: Humboldt County Schools Teachers Association (HCSTA)
From: Michael Davies-Hughes, Humboldt County Superintendent of Schools
Re: Final Initial Proposal for Successor Agreement with HCSTA for 2025-2026

The County Superintendent conducted a Public Hearing regarding the Draft Initial Proposal on March 10, 2025.

After providing an opportunity for public comment and considering any public comment received, the County Superintendent of Schools herein submits a finalized initial proposal for bargaining with the certificated bargaining unit (**note, there are no differences in language between the Draft Initial Proposal and this Final Initial Proposal**).

The Humboldt County Superintendent of Schools intends to open the following articles of the certificated collective bargaining agreement for 2025-26 negotiations:

Article 3 – Salaries, Work Days and Hours

The Superintendent proposes providing competitive compensation in order to attract, hire, and retain exemplary employees; updating language in Section 1.B. (Work Day); and making changes in Section 2.C. (Initial Step Placement), and Section 6 (Longevity Stipend).

Article 5 – Health and Welfare Benefits

The Superintendent proposes providing competitive health and welfare benefits to attract, hire, and retain exemplary employees.

Article 7 – Early Retirement Programs

The Superintendent proposes changes in Section 2: Early Retirement Options

Additionally, the Superintendent proposes changes to the classification for School Psychologists, School Nurses and Speech and Language Therapists.

Sincerely,



Michael Davies-Hughes
Humboldt County Superintendent of Schools